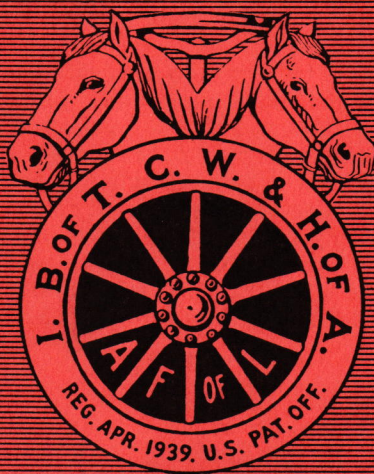


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DECEMBER, 1940

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
WAREHOUSEMEN & HELPERS
of AMERICA**



WE CELEBRATE Christmas this month. It is a day on which joy and happiness spreads over the entire world, reaching even into the dark corners where war or other uprisings exist. For children, up to a certain age, it is a wonderful holiday and they look forward to it as eagerly today as we did in our childhood days. Many of us will no doubt remember that there were times when we were more or less disappointed over what we received and that there was not any turkey on the table for Christmas dinner. We are able to understand now that our people did their best for us. We have our own children today and are much better fixed to do things for them than our people were in the early days. This is due mainly to our unions. In our childhood days there were not any unions of any account organized and none at all of our craft; wages were small and working hours were long. It was the custom at that time for some of the trucking companies to give the married man a turkey as a Christmas present and to the single men \$2.00, as \$2.00 was then about the price of a turkey. With the change in our working conditions which have since taken place we are able to do much better for everyone, including the children, and we all should do what we can to make others happy. A Christmas card does not cost much but it will let the person know that you at least thought of him or her during the holidays. On that day be sure to remember the poor who have so little.—J. M. G.

TEAMSTERS Local Union No. 249 presented an iron lung—an artificial respirator—to the City Council of Pittsburgh, to be used to combat infantile paralysis. This is certainly a wonderful gift to a most worthy cause. It is the third iron lung which has been donated by our unions, as sometime ago one of our locals in Milwaukee, Wisconsin, and another in Tacoma, Washington, made similar gifts to their City Councils to be used in fighting this dreadful disease.

We are proud indeed to bring to the attention of our membership, and the public as well, the charitable work being done by our unions. Local No. 249 also donated some animals to the zoo, and are buying outfits for the youngsters in their city who are doing street patrol duty each morning, at noon and in the afternoon when school closes. As our membership make their living driving through city streets and on the roads of our country, they are deeply interested in anything which tends to promote safety and they believe this patrol duty is a move in that direction so Local No. 249 wants to encourage it by donating these outfits to the youngsters. Good luck to Local No. 249 for its liberal donations to the city.—J. M. G.

NEVER before have we had such a demand for copies of our Magazine as was made for the one in which appeared the address delivered by President Roosevelt before our International convention. These requests came from people in all walks of life. We sent out all we could but as it was published in the October number of our Magazine all of our members who have their correct address on the mailing list in this office have received it. If you did not get it then it must be that the secretary-treasurer of your local did not send in your name and address or else you may have moved and failed to report your change of address to your secretary. In that case there is no one to blame but yourself. Then check up on yourself as the Magazine is mailed free to the home address of all members who are paid up and if you have changed your address we will be happy to make the correction on our mailing list.—J. M. G.

● OFFICIAL MAGAZINE ●

INTERNATIONAL BROTHERHOOD of TEAMSTERS, CHAUFFEURS WAREHOUSEMEN AND HELPERS

Vol. XXXVIII

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Daniel J. Tobin, Editor

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Don't Bear a Grudge

We have just passed through one
of the most bitter political campaigns
in American history. In some coun-
tries, such a campaign would be ac-
companied by riots, murders, the
destruction of property, the mass in-
timidation of voters, and very fre-
quently the candidates for office
would be compelled to seek protection
from violence until the successful
candidate had been established. Or,
as often happens, the unsuccessful
candidates had been "liquidated" so
that they might not become embar-
rassing to the new government.

None of these things occurred in
the United States. However, it hap-
pens that this particular election was
held at a time when its results will be
most widely felt during coming days.
It was so important that it was care-
fully watched by the major nations of
the world, because they believed that
the noiseless American ballots would
determine far weightier matters than
the firing of guns and the dropping
of heavy bombs by flying airplanes.
For these ballots expressed the voice
and the heart and the mind of a free
nation — the most powerful in the
world.

However this may be, there is no
doubt that the effects of the election
will be most widely felt in the United
States. It may mean greater freedom
and prosperity for our people, or it
may mean increasing strife and dis-
content. And these will be brought
about not so much by those who have
been either elected or defeated for of-
fice, as by the attitude of our citi-

zenry toward each other. Our country needs to fear what we shall do to each other more than we need to be afraid of what the warring nations of Europe may do to us. One of the worst things that can happen to us is to bear a grudge against our fellow citizens, for in so doing we are simply nurturing a cankerous sore which will ultimately corrode and corrupt the best that is in us.

Regardless of who may be our President, or the makers of our laws, our future lies in the hands of "we the people"—and this means the whole people. Most important is whether we want unity, true patriotism, and industrial cooperation, through which we shall achieve re-employment, rebuilding of our homes and our institutions, and mainly the strengthening of our characters as true Americans. This is the way of American Democracy.—*Dr. Charles Stelzle.*



Labor Cooperation

Washington, D. C.—Organized labor should be represented on all policy groups dealing with the defense program as well as on all boards for training skilled workers, the American Federation of Labor's monthly survey of business declared.

The survey described the vast program for retooling of factories and said it would require \$200,000,000 of machine tools and increase that industry's 1940 output by 50 per cent.

"The urgency of this program brings strong pressure for speed and efficiency and the shifts to be made are difficult," the survey continued.

"This is a time when America needs particularly to safeguard her democratic procedures. Unless we preserve the principles of representation, we are in grave danger of losing the very fundamentals of democracy which we build armaments to defend; and, once they are lost, no battleships or airplanes can restore them."

It was also suggested that the country must safeguard a steady progress towards higher living standards because "America's first line of defense is her man-power."

"Without the strength of human mind, muscle and will, armaments can neither be produced nor operated for defense," the report added. "Yet for the past ten years the ravages of depression have sapped the vitality of our people through low income and unemployment."

American Federation of Labor estimates state that half of American families are living below minimum standards for health and efficiency, according to the monthly report.

It urged that "as a matter of national conservation and preparation for defense steps must be taken to correct this sorry condition and revitalize our human energies by giving work and adequate income to our work forces."

"Fortunately this can be done in the present circumstances," the report declared. "The national defense program will lift production to higher levels, particularly in the heavy industries."

The report said that rapid increases in productivity have made it possible to increase wages, but actually wages, in the last twenty years, have not kept pace with productivity. Labor, it was asserted, is ready to give full cooperation in the defense program but "income increases should be fairly shared by workers as partners; millions of underprivileged should be brought nearer an adequate living standard."



Now Is the Time to Curb Profiteering

Millions of Americans went to the polls on November 5 and voted for "security"—for an opportunity to live decently and comfortably, free from undue fret and worry. They didn't vote for a joyride, for they had

that before. But a joyride they will get unless the administration moves promptly and decisively to keep in bounds a lopsided business "boom" which is in the making.

Everybody wishes to see our factory chimneys belching smoke, and looks forward earnestly to the day when every man able and willing to work has a job at decent wages. If a situation of that sort can be properly managed, well and good; but there are increasing indications that our galloping industrial production may bring as much evil as good—maybe more.

A group of economists was assembled at Washington this week by the National Defense Advisory Commission to take stock of the future and chart where we are going. What they had to report was anything but encouraging.

There was general agreement that the next four years will be years of enormous profits. Although defense spending has only fairly started, corporations are reporting record-breaking earnings—a warning to President Roosevelt that he must bestir himself if he is to redeem his pledge that a new crop of millionaires shall not be created by the defense emergency.

A substantial portion of these profits, according to the experts, are to be amassed at the expense of the consumer.

Dr. Theodore B. Beckman, professor of business organization at the University of Ohio, predicted that before long we will be in a "seller's market," and that prices of commodities may soar to stratospheric heights.

"Let me state at this point categorically," he said, "that price boosts must be expected; they are inevitable. So soon as demand begins to exceed the available supply, prices are bound to rise. There is nothing inherently wrong in rising prices—what is to be deplored is the skyrocketing of prices."

If prices rise without corresponding wage increases, the reward of workers for their loyal cooperation in the national defense program will be smaller incomes. Because this is so, workers have every right to demand that the government move to puncture the speculative bubble before it becomes unmanageable.

Every nation now at war has been compelled to take steps to curb the profiteer. Canada has found it necessary to establish prices and to provide severe penalties for violations. Similar safeguards must be set up in this country.

The farther we move into the "boom," the harder it will be for the government to deal with the problem. If it waits too long, it may find itself unable to do anything at all.—*Labor.*



Gannett Tries to Fool Farmers

A few months ago, Frank Gannett, multi-millionaire owner of a "chain" of daily newspapers, was running around the country seeking the Republican Presidential nomination. He made a special bid for the support of organized labor.

Those who were familiar with his record denounced him as a faker. When the convention met, he had only a handful of votes.

Now the "American Agriculturist," a farm paper controlled by Gannett, is waging a crusade against what it calls the "world's worst monopoly"—the American labor union. Farmers are told that all their troubles are directly traceable to the high wages and lawless tactics of city workers.

This lying propaganda is annoying, but not particularly effective. A short time ago, a farm paper, published in Des Moines, Iowa, conducted a nation-wide survey and reported that out of the 6,500,000 farmers it reached, about 71 per cent were sympathetic to labor unions. That would indicate the farmer is not the "easy mark" Mr. Gannett imagines.



EDITORIAL



By DANIEL J. TOBIN

THE Constitution is very strict on the recognition of International organizers and representatives and in the right of the representative of the International Union to inquire into the affairs of any local union in his district; and while the International representative does not have the power to discipline, he has the power to recommend and is compelled to report any wrongs within any local union within his jurisdiction, to the International Executive Officers. Great respect is shown by ninety-nine and nine-tenths per cent of local unions for our International organizers. We only keep on our payroll as International organizers those whom we try out and in whom we have confidence. The organizers are appointed by the General President, subject to the approval of the General Executive Board, and they work under the direction of the General President or his representatives. The General President can dispense with the services of any organizer at any time without giving any reason, if necessary. This very seldom happens but it is within his power, in accordance with the Constitution. The General President exercises as much patience as possible with the organizers, even if they make mistakes, and there have been but few changes in recent years. However, the General President, having this great responsibility, insists at all times that organizers report to him any wrongdoing, and further insists that organizers observe strictly the instructions which they receive in their duties from the General President. It is a mistake for any local union or Joint Council to believe that any organizer belongs in any district. The duty of an organizer is to accept orders and carry them out whenever orders are given by the General President or others whom he may delegate in the International Headquarters. Very often we leave an organizer in a large city for a long time but it has been necessary in times past and will be necessary in the future to order organizers from one district to another. Those of our people who know the organizers can fully understand that there are very few of the International organizers or officers who are now located in the town or city in which they hold membership and in which they worked before becoming organizers.

The organizer has the right to walk into any union at any time and whenever he deems it necessary and inquire of the officers of the union regarding any matter or subject. He has the right, if he so desires, to attend meetings of local unions or Joint Councils and must be given the floor whenever he believes it necessary to make a statement in the interest of the union, or to set forth an order of the International Union. The organizer in the district has the right to sit in on all wage scale discussions with employers because the International or other unions may be involved in the controversy, and it is his duty to report any wrongdoing or any unreasonable or unbusinesslike practice on the part of the committee or local union. We give local unions much more autonomy in the handling of their affairs than is required by our Constitution. In one or two instances local union officers who have acquired the awful disease of self-importance, have endeavored to insinuate that the International organizer had no business on the premises, etc. This only happens once or twice every three or four years. If a local union or its officers in any

way refuses to recognize the messenger or representative of the International Union, or in any way insults the representative of the International Union, if that organizer reports said event to the International President, the President promises to lay the matter before the General Executive Board, to call the individual responsible for this act before the Board, and further promises that the Board will enforce the Constitution if the local representative is found guilty, and the enforcement of the Constitution may mean the suspension or expulsion of the individual responsible for the act of disrespect for the International organizer. On the other hand, if an International organizer does anything unlawful, disrespectful or of an arbitrary nature, it is the duty of local union officers to report such act to the International President.

The purpose of this article is to impress upon our local unions and their officers that they are created by the International Union, that they are subject to the laws of the International made in the conventions, and that there are no one or two men or one or two local unions or officers of local unions that are bigger than the International Union that has created them and given them the right to exist; and if they cannot subscribe to the laws which have been made by the conventions, they should withdraw from the International Union. They cannot remain in affiliation if they defy the laws of the International Union, which the Executive Officers have sworn to obey and carry out, and if they withdraw the International will immediately proceed to organize a new union of the craft, debarring from membership all who were responsible for the trouble, and this work is not new to the International Officers, who have at their disposal all the resources of the International Union and the prestige of the Labor Movement. So, while we dislike calling to order the "important," but troublesome local unions or officials we have a job to do and it must and will be done.

THE Constitution of the International Union was changed in the last convention in dealing with the subject of the election of officers of local unions. It is now permitted, under the new Constitution which goes into effect on the first day of December of this year, that local unions may elect their officers for a longer term than one year. For instance, you can elect for two years or three years, or up to five years. Do not misunderstand the Constitution. You are not compelled to elect officers for more than one year, but should you desire to do so you shall proceed to amend your local by-laws, at a regular meeting, providing that the election of officers shall be for the term of two, three, four or five years. This amendment to your local by-laws should be voted upon and approved at two meetings if possible. If it is to be acted upon at one meeting only, then that should be a notified meeting. Some local unions will have it conveyed to them that it is almost compulsory on local unions to elect their officers for a period of five years. That is not the truth, nor is it the law. As stated above, it is optional with the local union to name, by proper amendment, the term for which the officers shall serve. Let it be distinctly understood also that it does not cover the law to have someone jump up at a meeting of the local union when nominations take place or when the election is on, and make a motion that the term of office be for five years, etc. Keep in mind that at any time the actions of your union may be taken into the courts and if in any way you violate the laws of the International Union or the local union, then you can rest assured the courts will set your actions aside. In our

country today, because of the power and influence of our union and the changing of industry, we are confronted with a situation where we will have to conduct our affairs within the law or else the courts will soon remove from office those guilty of wrongdoing, penalize the local union, and perhaps place the local union in receivership. The old system when one or two of the gang down on the floor acted for the fellows who held the jobs, is a thing of the past insofar as unions are concerned, and while we do not like for the courts to interfere with our business, all we can say is that in many instances the roughnecks who got into the union under cover or by subterfuge are to blame for the interference of courts in many instances. Some officers of unions went so far as to believe that the unions were created purposely for the advancement and enrichment of themselves. Bear this in mind—neither the International Union nor the courts of the land will interfere with any union or its officers if it is properly and honestly conducted in the interests of the membership, as all unions should be and as they were intended to be, and as they must be.

If you desire to elect your officers for a longer term than one year or two years, have your local by-laws properly amended, send same to the International President for approval, and then you have the right to proceed legally. If you have no local by-laws, have a motion properly drafted in writing and placed on the books of the local union. The motion should read as follows: "It is regularly moved by Brother A and seconded by Brother B that the term of office for the officers to be elected shall be (number) years." This motion should be laid on the table until the following meeting and notice of the meeting should be published in the papers or sent by card to the members, so that no few disgruntled individuals can say afterwards that something was secretly and cleverly put over with fraud and trickery intended.

AN AMENDMENT to the Constitution of the International Union adopted by the recent convention held in September, 1940, provides that on all initiation fees up to and including twenty-five dollars there shall be paid to the International Union the sum of one dollar; on all initiation fees over twenty-five dollars there shall be paid to the International Union ten per cent of the total amount of the entire initiation fee. In other words, if your initiation fee is twenty-six dollars you pay two dollars and sixty cents to the International Union out of the initiation fee. If it is thirty dollars you pay three dollars. If it is only twenty-five dollars or less you pay one dollar. Of course it isn't at all unreasonable to charge ten per cent even on the original twenty-five dollars. Many International Unions do this. Our International Union has never charged more than one dollar up to twenty-five dollars, and it is still the same.

Why was this change made? The General President, finding an abuse of the power of local unions to levy initiation fees, as they pleased, believed that it was entirely unreasonable for local unions which charged a high initiation fee to only pay the sum of one dollar, the same as the small local union which had a five-dollar initiation fee. Therefore the General President suggested to the Convention Committee that on initiation fees up to and including twenty-five dollars the sum paid to the International Union be the same as in years past; but if the initiation fee went beyond twenty-five dollars, ten per cent of the amount over twenty-five dollars be paid to the International Union. The Committee on Constitution hearing certain

discussions in the convention and hearing one delegate state that his union was charging two hundred and fifty dollars initiation fee, were so disturbed that they set aside the suggestion of the General President and levied ten per cent on the entire initiation fee if it went beyond twenty-five dollars. Recently newspaper writers have been dwelling extensively and holding up as a genuine racket organizations of labor that charge sixty and seventy dollars initiation fee to men who have been employed in the defense program of the government. Ninety per cent of our local unions have an initiation fee of twenty-five dollars or less. The other ten per cent range over and above that, some thirty-five dollars, some forty-five dollars, a very few one hundred dollars, and still a few more above one hundred dollars. When a working man is charged an enormous amount of money to join a union simply because the fellows who are inside do not want anyone else in, or because the management of the union believes this is an easy way to make the fellow who wants to come in, pay the price, then it is in most instances not only bad business judgment but it eventually brings those responsible into disrepute or trouble. Of course the International Executive Board between conventions can say to any local union, "Your initiation fee is unreasonable," and if the local union refuses to abide by the decision of the Executive Board, the Executive Board can place a receiver over the affairs of the union and remove the officers. If the local union still refuses to recognize the authority of the Executive Board, which is the convention between conventions, the Executive Board can revoke the charter and reorganize the local and exclude from membership those responsible for defiance of the law. The General Executive Board does not like to proceed this way unless it is compelled to, but not long ago in the City of Boston we found certain conditions obtaining within a certain local which did not have a very sweet smell, and amongst the conditions was an enormous initiation fee charged the membership. It was necessary for the General Executive Board to appoint a receiver and remove the officer who was to blame. This removed official responsible for this and other bad conditions took the case into the courts of Massachusetts, and the Master appointed to hear all the evidence, which went on for months, sustained the International Union in the appointment of a receiver and the removal of this officer. I therefore suggest as mildly but with as much determination as I can command, that local unions give thought to this, and wherever enormous or unreasonable initiation fees obtain I advise them to reduce them to a reasonable amount. There are two factors that can interfere. One factor is public opinion, created by newspaper writers. The other is that the government may demand an investigation and explanation; and when the government starts to look into the affairs of some local unions they may find conditions for which they were not looking. The rule of common sense, sound business judgment, decency, and square dealing should be the guide for officers and local unions. If you do not want men in your union, just say your rolls are filled just now and you have a lot of unemployed men. Don't use the excuse of charging an individual one hundred dollars or two hundred dollars or two hundred fifty dollars in order to discourage him from joining.

Again remember that there is only one way to play the game and that is to always have your actions, your books, your expressions and your doings in such a condition that they will bear investigation and the light of publicity within the laws of the International Union and the laws of the land.

I TRUST the membership will not consider me tiresome or my statements inappropriate when I say to them that in my actions in the last campaign to elect, not a party, but a man or a number of men, I did so as I see the light, in the interest of our general membership and the Labor Movement as a whole. The splendid assistance given me by almost one hundred per cent of our membership is something that I shall never forget. It was tiresome, nerve-wracking, hard work, in addition to my other duties and after going through our own very strenuous convention, but that's the duty of men who try to serve their people. Those who cannot fill the bill and comply with their duties towards helping our membership, have no place in the light of today's innumerable and distributing situations. Whatever the future may bring us, I believe our union has raised itself in the eyes of the public and in the eyes of the nation to such an extent that we now command the respect of every honest, liberty-loving citizen. It is true there are rough and stormy days ahead of us, but when those occasions confront us we must meet the situation with a united front. We must listen to the command of the rank and file, and if necessary we must drive from our midst those who are retarding our progress within our own organization, if there be any.

Having to leave within a few days for the conventions of the Building Trades Department, the Label Trades Department and the American Federation of Labor, I do not have the time to answer the individual telegrams and messages of good will and appreciation which I have received from our innumerable local unions as to my behavior in the recent national controversy which has just ended. Therefore, I take this opportunity to express to them my sincere and grateful thanks and good wishes for the kindness of their expressions and for the charitableness contained in their messages of understanding, and to ask them and all of our members to graciously bear with me in the future if I make any mistakes, which will not be from the heart. After everything is said and done every individual is entitled to a certain small percentage of mistakes. Some of us have made grievous mistakes in our lifetime. There are none of us, if we had our lives to live over again, who would not lead different lives, but in the sum total of all we can console ourselves with the knowledge that we have done the best we could in accordance with the intelligence God has given us. But there is no excuse for a man making the same mistake twice and keep on making that same mistake or committing an injustice to his family or to his union. Those who repeat their mistakes after they have been overlooked by their families and membership, deserve to be expurged at least from the union they represent.

Again to our membership, thanks a million for your kind expressions, and be assured (and I will not repeat this in future issues of the magazine) whatever I have done has been done for you—not for myself, because I want nothing. You have given me more than I deserve by having given to me through all the years, your confidence and respect. My aim and ambition for the years that may be left me will be to ever try never to misplace that confidence but to earn and deserve it as time goes on.

— • —

AS I SEE the picture for Labor at this time, I am just afraid that we are in for some unpleasant experiences resulting from the war in Europe. At this writing it looks as though the war is going to last for sometime, perhaps a year, and the bitter, cruel facts are that whoever wins the war will find such a demoralization amongst the people and such destruction of

industry and trade, that impoverishment and misery is bound to obtain for many years to come in Europe. The lovers of liberty and freedom in our country are of course earnestly hoping and expecting that Great Britain will be the victor. It is dreadful to think what will happen to the world if the two or three dictators in Europe are successful in crushing the democracy of Great Britain. The trade unionists of Great Britain have practically given up everything they possessed in goods and money to help their country. They are working overtime without asking for a great deal in return. They are setting aside their union rules whenever it is necessary to do so in the interest of their country or their government. All other leaders are submitting to and are being guided and directed and are working in harmony with Labor's representative on the Government Executive Staff, Ernest Bevin.

Mr. Bevin is undoubtedly an able leader, in whom the multitudes have confidence. He came up from the ranks of the transport industry, and I am of the opinion he comes from that division classified as "carters," which we call truck drivers and teamsters. He also worked as a tramcar driver. I remember him very distinctly as a fraternal delegate from the British Trades Union Congress to the San Francisco Convention of the American Federation of Labor in 1915, and I met him several times afterwards in England. He is a man of strong opinions, forceful, brilliant, extremely sincere and honest. He has done a service for the government beyond understanding, and he has also rendered invaluable service to the toilers, who, as stated above, are sincerely and honestly following his leadership. There is little jealousy and no craving for publicity in Labor leaders of England. Mr. Bevin understands that if Great Britain is forced to surrender, Labor, its funds, its working conditions, everything will be destroyed and workers will be enslaved. Capital and business will also be confiscated and owners compelled to work for the state. Even if England wins the war or there is a settlement, an honorable settlement satisfactory to the British, the Labor of Europe will be so enslaved that wages will be reduced and only enough to barely live on will be given to the workers. England will be forced to reduce wage scales to compete with European—especially German and French—markets. Canada and South America, and even our own United States, in many instances will be flooded with cheaply manufactured goods in competition with our union made, or free labor manufactured materials, merchandise and machinery. At the end of the war, Labor in England, being so thoroughly impoverished and broken in spirit, as a result of the demobilization of the armies, and the ensuing unemployment, will in most instances agree to accept substantial setbacks. As a matter of fact, they will have no strength to resist, and resistance may be useless. Their government being bled to death from this almost exhaustive and extremely expensive war, will have no more blood to give in the shape of money. If the war lasts another year or two in England it is very likely, and undoubtedly necessary in order to have England purchase from our country the things that she needs—I repeat it may be necessary for England to almost confiscate all properties and money in Great Britain. This is not a very cheerful picture to paint and I only hope that I am wrong, at least half wrong, in my analysis.

What will it bring to the workers of America? I stated in many addresses recently made in the Political campaign that the defense program now started by our government will continue for perhaps four or five years. Taxes will have to be raised to meet that enormous expense of armaments, rearmaments, and continued armaments. In all the branches of military

and naval service, including aviation, we will have a standing army and navy of perhaps three million persons. Many may remain in the employment of the government, but eventually the six or seven million men and women engaged in our defense program now and in manufacturing establishments which are turning out material for our defense program—they will eventually be slowly demobilized and thrown once again on the labor market. Instead of our production decreasing per man per day, it is continuously increasing through improved machinery. There will also be a new crop of human beings coming of age each year and seeking employment. Many of them will be taken into the service of the government in military training, but only for one year, and for the new crop taken into military service there will be an equal number demobilized. We are now producing in our country in manufactured and farm products at least one-third more than is necessary for our needs. This surplus must be disposed of or it accumulates. If it is machinery or manufactured goods it is either stored or its production is discontinued, creating idleness. What will happen if we cannot sell even what we are now producing because of cut-throat prices of European manufactured goods? American manufacturers will immediately try to compete with European products and low prices. They will undoubtedly attempt to reduce wages, which they will claim is necessary to bring about cheaper production to meet competition. Canada will also fall in with the British system of cut prices. Some of our industries may move part of their manufacturing to Canada or elsewhere, as they did before. Labor in America has not been trained to graciously accept reductions. Labor may be forced, after bitter struggles, to realize the seriousness of the world situation. The fear in my mind is that before labor fully understands this seriousness, strikes, lockouts, and stoppages of work may obtain, and with idleness increasing the situation will be more complicated and more serious. When such a condition takes place the government, which will substantially lose in taxation resulting from a loss in markets and revenues, it may be that the government will step in and, through legislation and because it is absolutely necessary, bring about a system of compulsory arbitration whereby strikes and stoppages of work will be minimized or prevented; and arbitration, while helpful in some instances, is extremely dangerous in others. Let us assume that the arbiters are honest and sincere but they find from the condition in a certain employment that wages must be reduced. And let us assume that the workers reject or refuse to accept the decision. What then? This is not a pretty picture and perhaps you, our readers, will consider it extremely and unnecessarily pessimistic—and again, I hope you are right and I am wrong—but I have seen this world of ours come up and down during my lifetime, and the worst situation that has ever confronted civilization, insofar as I have been able to glean from history and unprejudiced historians, is now confronting mankind.

The purpose of this article is to endeavor to have our readers weigh the situation, consider our country and its safety, which means your safety, and above all, be wise and careful and courageous in the handling of the affairs of your union by selecting and backing up men of common sense and courage who have the brains and the determination to tell the rank and file when they are wrong, wrong because in some instances they are inexperienced and impulsive. The day is near at hand when only men of courage, honesty and intelligence can save the organizations of labor, men who speak and act for the workers almost as a whole. The time to prepare for war is during the years of peace. Don't regard your union as a passing fancy

and don't leave the calling of a strike to the officers of the local or to the very few who attend meetings. Don't be one of those who say after the damage has been done, "It is too bad; we should have been there and helped to prevent this disaster that has befallen our union."

BECAUSE of the actions of some local union officials and the negligence of the membership in leaving the running of their union to the local officials, and because of unlawful and unnecessary power exercised by those officials in some instances, they are liable to run into trouble with the Federal Government. I have given this warning before, personally and in written space, but there are some who neglected it and who found themselves in trouble. There are others now who refuse to see and they will some day find themselves in trouble. We are living in a different age from those years that are past. Commerce and industry and federal laws must be taken into consideration.

THERE are many changes in the International Constitution. It has been clarified and practically entirely rewritten. It would be well for local unions to have on hand a supply of the new Constitutions and it would be well for each member of our union to have a copy, which costs something around five cents. At any rate, it is an unwritten law that all newly initiated members be given without charge a copy of the Constitution after they have taken the obligation and become members. I wish local union officers would understand that the more information and education we give to our members as to our laws and rules, the less trouble local unions will have with the membership. Besides, the average member cannot possibly know too much about the affairs of his union. There are now and will be in the future great opportunities in the Labor Movement for men of brains, education, intelligence, courage and honesty. Real men can advance and educate themselves in the field of Labor. The day of the tough mug and the racketeer is fast fading.

"THE strongest bond of human sympathy outside of the family relation should be one uniting all working people, of all nations, and tongues and kindreds."

"Labor is the superior of capital and deserves much the higher consideration.

"Who is and what is Labor?

"You are Labor, if you work for a living.

"You till the soil, you mine the coal, you write the books and you spin the yarn.

"You invent cunning machines, you serve and sell across counters, and you build the dwellings of men all the world over.

"In America you are the great majority. All that serves Labor serves the nation. All that harms Labor is treason to America. No line can be drawn between these two. If any man tells you he loves America yet hates Labor, he is a liar. If any man tells you he trusts America yet he fears Labor, he is a fool. There is no America without Labor, and to fleece the one is to rob the other."

"Inasmuch as most good things are produced by Labor, it follows that all such things of right belong to those whose labor has produced them."

"It so happened in all ages of the world that some have labored and others have without labor enjoyed a very large proportion of the fruits. This is wrong and should not continue."

"Labor is prior to and independent of Capital. Capital is only the fruit of Labor and could never have existed if Labor had not first existed. Capital has its rights, which are as worthy of protection as any other rights. Nor is it to be denied that there is, and probably always will be, a relation between Labor and Capital, producing mutual benefits."

ABRAHAM LINCOLN

Submitted by Local No. 872.

WE are very proud of the letter which we received from the manager of the Mayflower Hotel, for it is an outstanding tribute to our organization and our delegates who attended the convention. I feel certain that no other convention ever held in Washington, D. C., or any other place for that matter, ever made such a good showing and went away leaving such a good name and impression as did our delegates. Below we print the letter received.—J. M. G.

Office of R. L. POLLIO, Manager

THE MAYFLOWER
WASHINGTON, D. C.

September 24, 1940

Mr. Daniel J. Tobin, President
International Brotherhood of Teamsters,
Chauffeurs, Stablemen and Helpers of America
222 E. Michigan Street
Indianapolis, Indiana

My dear Mr. Tobin:

It must be a source of extreme gratification to you in looking back over the recently concluded convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America when The Mayflower was privileged to be your hotel headquarters. Certainly, I cannot recall any convention that has been held here in years which moved off with the same precision and successful conduct from every angle as did your assembly in the Nation's Capital.

Please know that I am speaking for my entire staff who found it a pleasure to be of service to you and all of your membership.

With kindest personal regards, believe me,

Cordially yours,

R. L. POLLIO,
Manager.

President Tobin's Report Continued From Last Month

Unemployment

May I refresh your memory by saying that during the past five years we have had a serious unemployment condition prevailing. Some statisticians say there have been ten million people unemployed who were able and willing to work. Others say eight million; and still others, for various

reasons, say there are more than ten million. I have stated in my radio addresses and in the columns of our JOURNAL that there is no sound authority or any accurate figures on unemployment, that the means and methods employed by statisticians are not dependable and the best they can do is to give an estimate, and the estimates, as far as I have been able to ascertain, are not reliable. Until the census of the United States, recently taken, has been published, with the number of those unemployed for over thirty days—taken into account, we shall not know accurately the exact number out of work during the year ending March 15, 1940. I am, however, of the opinion that the unemployment condition is not nearly as bad now as it was nine months or one year ago. This is due to the pick-up obtaining in every branch of industry, but especially in armaments and defense. It has been claimed by the government that there is somewhat of a shortage of trained mechanics in many fields of industry. It is unfortunate, however, that the reduction in unemployment should obtain as a result of building additional armaments, which are absolutely necessary for the protection of our country. Some years ago it was our hope and ambition that the millions we were spending for armaments might be reduced, thereby devoting those millions to other fields and purposes of a constructive nature. The world, however, has completely changed within the last year or two and our country must keep pace with the condition of the times, and we must build and build and continue to increase our defenses in man power and in armaments, so that we may have some measure of protection against those whose madness or jealousy or desire for conquest might endanger the safety of our country.

Continuing, however, with the unemployment question, I might add that even though we had a large number of drivers, chauffeurs and helpers out of work, in proportion to our membership, we had less unemployment than any other trade or calling that I know of. For instance, in the building trades for two or three years those several trades in that work were almost entirely out of employment with the exception of two or three months during the summer. In many instances the building trades workmen reduced their wage contracts substantially in order to encourage building and in order to offset bargain labor prices offered by the C. I. O. The printing trades industry has also been very much depressed as a result of industrial stagnation and because enormous sums for advertising, which in the past were applied to newspapers and magazines, now are being paid for radio advertising. Metal tradesmen and other such classes were also seriously affected by unemployment. I might also state that in many of those organizations their membership has remained the same for the past several years, and in some instances their membership has been reduced. Might I call to your attention right here that, according to the latest statistics from government bureaus, there are almost one million more people employed in our country now than in the boom year of 1929. We have not, however, been able to find employment for those who have come of age in the last eleven years, although our production has been greater in the last twelve months than it was in 1929. Machinery undoubtedly has speeded up production and has eliminated, wherever possible, the use of human hands. You might go into some industries at the present time and you will find a whole floor of machinery operated by the pressing of an electric button. What the future will bring towards the relief of unemployment caused from our population increasing and coming of age and the increased use of machinery, is difficult at this time to answer. One thing is certain; that no country can continue in peace with

itself if there are large numbers of people out of employment; and no industry can stand taxation successfully in order to keep on relief an army of several millions of unemployed. Those who follow us in the immediate future will have to handle carefully and intelligently this serious situation. I repeat, we in our organization, by the reduction of hours over a period of years from twelve to eight per day, and by careful, conscientious work and care for ourselves and our equipment in our employment, have been able to keep down unemployment and to substantially increase and encourage work for our membership. More than two-thirds of our unemployed of two years ago are now working.

Monthly Journal

I have been the Editor of your monthly JOURNAL since I assumed the office I now hold of General President. I have endeavored to give it my personal attention. It is mailed free to the homes and families of each of our members in good standing every month. Our Secretaries and other officers have been willfully negligent in keeping lists of their members up to date. I have endeavored through my writing to keep before our members the prominent questions confronting the nation and the world. I have never hired special writers and I have been exceptionally careful in preventing any lawsuit emanating from any of the editorials appearing in our magazine, for which your International Union would be responsible and liable. It is difficult and needs extreme care to write matter which will be of sufficient interest to have our membership insist on receiving the JOURNAL each month, and to deal with subjects of a far-reaching nature in government and trade, and keep within the law. However, this has been accomplished. When I first came into office the circulation of our JOURNAL was 15,000 copies per month. Our paid-up membership was between 28,000 and 30,000. The JOURNAL was mailed in bulk to the offices of the unions. In many instances it laid in the office and was never distributed. All that was changed in my time, and the JOURNAL is now mailed to the homes of the members, as you understand, and our circulation at the present time is almost 300,000 copies per month. In addition to this, it reaches the libraries and educational and governmental institutions of the nation. It is the only means we have of directly contacting our membership and it is, in my opinion, a great asset to the International Union when it is properly conducted and carefully edited. In addition to this, our master employers and educational institutions are continually refreshing their minds with the workings of our organization as a result of the reading of your monthly magazine.

With the other work increasing in the different departments of our International Union, it is becoming more difficult for me to continue my personal writings and management of the JOURNAL. I know of no other International President in the Labor Movement who is the editor of the official publication of his organization. It would be useless and a waste of money, however, to send out the magazine monthly with nothing in it but clippings that are antiquated before it reaches the homes of our members. It would be a cruel waste of time and a destruction of our educational opportunities not to make our monthly publication educational, helpful and instructive. It is to be seriously regretted that the Labor Movement of our country stands far behind other great institutions in the education of its members. Might I refer you to the innumerable religious and political publications, and to the enormous amount of literature sent

out by manufacturing, business and banking institutions of our country. The Labor Movement lags behind in this, and its excuse in some instances is that Labor does not have the funds to educate the millions of workers.

The cost of our JOURNAL is about five cents per copy. This includes labor in our headquarters, machinery and supplies necessary, the cost of paper, and the printing and mailing. When you take this five cents per copy per month out of the small revenue we have, you can fully understand that we have to economize even until it hurts in many instances. I would, however, recommend that the organization continue this publication, as a means of education and as a further means of keeping personal contact with the individual member and his family; but that the Editor, whoever he is in the future, be given power to extend and expand our monthly JOURNAL, even though it increases the expense, because of the absolute necessity of continuing its usefulness to our members and their families. One thing is certain: because of the increased work on the head of this International Union, whomsoever he might be, unless some of his work is delegated to some other person, such as editing the JOURNAL, it is humanly impossible for him to give the necessary attention required to the many other serious matters continuously confronting our organization such as law cases, Federal legislation, jurisdiction strikes, adverse attacks by writers, publicity, such as public addresses, and many other innumerable but all-important duties devolving on him, necessary to protect, preserve, and continue this large International Union, on its onward road to continued progress and advancement. Delegates should bear in mind that only by continued care and vigilance can we advance or even hold what we have. One serious blunder or mistake or bad judgment on the part of your General President, or failure to act with wisdom, courage or determination may set you back or possibly destroy the progress you have made.

(To be continued)

Built to Last—Except

Many notable buildings of London were constructed to last, as were the Pyramids, for centuries. That many of them have been standing and in constant use for hundreds of years is evidence that natural stone is one material that defies the weather and all deteriorating influences except the high explosives used by war makers. Quarrymen of dimension stone know only too well what charges of high explosives will do to a quarry, and stone in a building is no exception to this fact. Explosions of bombs such as the Germans have been dropping on London and other parts of England, have about the same devastating effects as earthquakes. It has been noticeable, however, that British

buildings of the so-called fire proof and fire retarding class do not offer the same amount of kindling wood for fires.

Architects and engineers, whose task it will be to rebuild the bombed cities of England, will study materials and construction methods as they view the lessons in the form of wreckage and take stock of the things that made one building less liable to collapse and ruin by fire than others. That England will rebuild is a foregone conclusion and the notable buildings that withstood even the shocks of bombs will serve to point the way to the methods to be employed, as well as the materials to be used.

Among the most notable of new buildings in the London area is the

headquarters building of London University. Unlike most modern structures it was built to last for centuries. As no one knows how long a steel frame building will last the headquarters is almost entirely of brick and stone. In the basement the walls are between three and four feet thick of solid Cornish granite and brick. Above ground level they are of Portland stone. At the base of the 200-foot tower the walls are seven feet thick, and it is said that nothing but an earthquake will affect them, nothing except bombs.—*Stone Magazine*.

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Judges Fine Employers for Violating Labor Law

San Francisco, Calif.—State Labor Commissioner H. C. Carrasco announced that fines had been imposed on two employers found guilty of violating the labor laws of California.

Justice of the Peace Fenwick L. Jackson fined Henry Detlefsen \$50 for employing under-age children on his land in the Tracy-Banta section. The criminal complaint charged that he was employing three children, ages nine, 13 and 14, at periods when they should have been in school.

Judge Frank Dunne fined Brunswick Knitting Mills of San Francisco \$50 for violating the 8-hour law for women. It was revealed that the company required their employees to return to work after they had completed their regular working day of 8 hours and had punched out. The overtime record was kept secretly and the time cards showed work for only 8 hours, it was charged.

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A New York taxi owner testifies that he paid \$36,000 to a member of the legislature to get "favorable legislation." Rotten, of course. But not long ago, a Wall Street pool skinned the public out of \$12,000,000 by boosting oil stock. More moral—or only more expensive?

Eight Dollars Per Week Paid to German Workers

New York, N. Y.—Although German workers worked eighteen hours longer each week, the average American worker earned three times as much in 1939, just before the outbreak of the European war, according to a report based upon official statistics and released by Matthew Woll, president of the League for Human Rights, Freedom and Democracy.

"The German worker earned an average of 14 cents per hour, or \$8 for his pre-war fifty-six-hour week," Mr. Woll said, "whereas the average wage in this country was 65 cents an hour, or \$24.44 for an average week of 37.6 hours.

"It is no accident that tyranny and privation march hand in hand. Only workers who enjoy the liberties of democracy, as in the United States, able to organize freely and bargain collectively in their own interest, can expect to have a decent standard of living."—*News Letter*.

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Buying Power Boost Urged for Low-Income Families

Washington, D. C.—Milo Perkins, Director of Marketing of the Department of Agriculture, estimates that "there are 80,000,000 persons in this land of plenty who get along somehow on an average cash income of only \$69 a month for the whole family." He said "the 65 per cent of our families" living on this small average monthly pittance "need twice that much income for a minimum standard of living. The unsatisfied wants of two-thirds of our people make up the greatest new market that has ever loomed before our businessmen and farmers. It's right in our own backyard. We've got to use some imagination and find ways to build a more industrious, and therefore a more prosperous America."

IT WILL be pretty cold in many parts of the country when this Magazine reaches you, so if you drive a horse don't forget to blanket him. The good horse cannot get the blanket and put it on himself. It takes only a few moments to do this and it is all in a day's work. The same applies to your motor. Give it good care in cold weather and in turn it will give you good service instead of a heartache. The employer always notices where care of this kind is given to his property and a great majority of the public will notice the horse that is well taken care of.—J. M. G.

WHEN in need of gas or oil while driving for your employer, or for your own car, always ask the attendant for his book and button. Filling stations belong under the jurisdiction of our International Union, and if the attendants do not belong to our union then let them know that you will not buy from them in the future. Good gas and oil sells at the same price in about all stations, so always remember to give your brother member a hand.—J. M. G.

THERE are still a few letters coming into this office in which charges of all kinds are made against some officer of the local union, but while the writer makes these charges, he fails to sign his name to the letter, or such letters are sometimes signed, "A committee of members." We do not have any place here for complaints of this character except the waste basket, as we believe such letters are sent out only for the purpose of creating trouble, if possible. A good union man when he believes there may be something wrong within the local has the courage to stand up in the meeting of the local and say so. The meeting of the local is the proper place to file charges. Charges, in accordance with the laws and rules of the union, should be written out and the member making said charges should sign his name to them. If members will only observe the rules of our organization their locals and membership will prosper.

SOME members seem to have a very weak backbone and will not ask their employers for what belongs to them, nor do they tell the business agent that they are not getting it until they are discharged for some other reason. A member of that kind should have charges preferred against him and if found guilty should be made to pay a substantial fine for endeavoring to break down the wage scale which the local worked so hard to get, even perhaps having to call a strike in order to bring it about. As a member of the local be sure you get what your scale calls for. If you are not receiving the scale tell your business agent about it right away. You won't lose your job, and any way, business is picking up and there will be plenty of other places where you may get work.—J. M. G.

Official Magazine of the
**INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA**

• • •

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